

## **Appendix A: The *Five Standards for Vermont Educators: A Vision for Schooling* and the *16 Principles for Vermont Educators***

### **1. LEARNING**

(Expertise in the Endorsement Area)

Each Vermont educator is knowledgeable about the standards for his/her professional endorsement(s). Each educator continues to acquire new learning in the content of his/her endorsement(s) and reflects this new learning in professional practice.

**Principle #1** The educator has knowledge and skills in the content of his or her endorsement(s) at a level that enables students to meet or exceed the standards represented in both the Fields of Knowledge and the Vital Results of *Vermont's Framework of Standards and Learning Opportunities*.

### **2. PROFESSIONAL KNOWLEDGE**

(Methodology and Pedagogy)

Each Vermont educator continues to acquire knowledge in best practices in teaching and the learning process, so as to improve Learning Opportunities for all students.

**Principle #2** The educator understands how individuals learn and grow and provides learning opportunities that support intellectual, physical, social, and emotional development.

**Principle #3** The educator understands how individuals and groups differ and creates equitable instructional opportunities that respond to the needs of all students.

**Principle #4** The educator understands and uses a variety of instructional strategies to provide opportunities for all students to meet or exceed the expectations in *Vermont's Framework of Standards and Learning Opportunities*.

**Principle #5** The educator creates a classroom climate that encourages respect for self and others, positive social interaction, and personal health and safety.

**Principle #6** The educator implements, adapts, revises, and, when necessary, creates curriculum based on standards, knowledge of subject matter, and student needs and interests.

**Principle #7** The educator uses multiple assessment strategies to evaluate student growth and modify instruction to ensure the continuous intellectual, social, physical, and emotional development of every student.

**Principle #8** The educator integrates students with disabilities into appropriate learning situations.

**Principle #9** The educator integrates current technologies in instruction, assessment, and professional productivity.

**Principle #10** The educator understands conditions and actions which would tend to discriminate against students on the basis of sex, race, color, creed, age, sexual orientation, disability, or national origin, and takes proactive steps to address discrimination.

### **3. COLLEAGUESHIP**

Each Vermont educator works collaboratively with colleagues at local, state, and/or national levels to improve student learning through implementation of national professional standards, Vermont's Framework of Standards and Learning Opportunities, district goals, and school goals and/or action plans.

**Principle #11** The educator works as a team member and establishes collaborative relationships with school colleagues, parents, agencies and others in the broader community to support students' learning and well-being, and to implement the school's goals and articulated curriculum.

#### **4. ADVOCACY**

Each Vermont educator works to improve the educational health of Vermont learners, and promotes fairness and equity for all students and members of the educational community. The educator engages the family and the community in partnerships to promote student learning.

**Principle #12** The educator recognizes the multiple influences on students inside and outside the school and accesses appropriate systems of support for students.

#### **5. ACCOUNTABILITY**

Each Vermont educator carries out professional responsibilities ethically. Each educator demonstrates professional growth over time in each of the *Five Standards for Vermont Educators* and in the competencies for his/her endorsement(s). This growth is documented through a professional portfolio that includes evidence of rigorous professional development, reflective practice, and adaptation of practice to improve student learning. In addition, a portion of each educator's IPDP and professional portfolio is connected to his/her school's initiatives for improving student learning.

**Principle #13** The educator understands laws related to student and educator rights and responsibilities, and applies current state and federal laws and regulations as they pertain to all children, including those who are at risk and those with disabilities, and treats students and colleagues fairly and equitably.

**Principle #14** The educator grows professionally, through a variety of approaches, to improve professional practice and student learning.

**Principle #15** The educator assesses student progress in relation to standards and modifies curricula and instruction, as necessary, to improve student learning.

**Principle #16** The educator maintains useful records of student work and performance and knowledgeably, responsibly, and effectively communicates student progress in relation to standards in a manner easily understood.